

file copy  
Keene

June 4, 1968

Dr. C. Mansel Keene  
Office of the Chancellor  
5670 Wilshire Boulevard  
Los Angeles, California 90036

Dear Dr. Keene:

It is now five months since I became Academic Dean of this new college and undertook the task of recruiting deans for the three schools called for by our organization chart. At this point, none of those three positions has been filled.

I accepted the invitation to become Academic Dean here, at the cost of a reduction in my income, because I was attracted by the challenge involved in helping to build a college from its beginning. I am now finding that although many people share my enthusiasm at the idea of building a new college, a very large majority of the people who appear qualified to serve as deans of a school at this new institution are unwilling to make what they see as being the personal sacrifice of accepting this administrative responsibility at the salaries which are presently offered.

Over thirty attractive candidates for a position as dean of a school with us have declined the position. Their comments include the following:

From a Professor of Chemistry, University of Oklahoma, "You should be aware that the salaries you mentioned are very low even by Big Eight standards."

From a Political Scientist at Case Western Reserve University, "I already make as much for nine months as Department Chairman as you can offer for twelve months as a dean."

From a government official whose vita was circulated by the Chancellor's Office, "Your position seems interesting but I have already accepted a position as chairman of a new department at Texas A&M University for a twelve month salary of \$25,000."

From a Professor of English at Indiana University, "Your salaries are too low."

From a Professor of English at State University of New York, Stonybrook, "The salary quoted for position of Dean of Humanities is not sufficient to attract me... My salary for the twelve-month period from September 1, 1967, to September 1, 1968, will be well above the middle of the range your letter indicates.

From a professor at San Fernando Valley State, "Your deanship would not provide any increase over the income I can receive here as a professor."

From an administrator at New York University, "I enjoyed my visit and would have enjoyed working with you but have accepted a position that provides a significantly larger salary."

From a teacher-administrator at Northern Illinois University, "My present salary is \$24,000."

From an Assistant Dean at Purdue University, "Although my situation is such that salary is less important for me than for most people, it is true that accepting your offer would have meant a substantial financial sacrifice."

From a Professor of Economics, Pennsylvania State University, "My nine month salary is considerably higher than the top figure you are able to offer."

From a department chairman at Florida State University, "Although income is never the sole criterion, nevertheless, it must be given proper weight in the scheme of things. Next year my salary on an eleven-month base at Florida State University will be \$31,000. This is a significant discrepancy between the salary that you mentioned for California State College."

In addition to the people quoted above, at least two dozen other prospects have declined invitations to become candidates for a position as dean here. In some instances, the position would have represented a salary increase but their refusal to be considered establishes decisively that the salary was not adequate to induce them to consider the appointment.

We have continued our recruiting and I believe that within the next month we may be able to have someone appointed to each of our three deanships. Hopefully, we will succeed in attracting people who are as able as those who have turned us down, but for some reason are willing to accept the appointment when others would not. It would be very unfortunate for the State College system, however, if the fact that our deanships are eventually filled, were allowed to obscure the fact that the present characteristics of positions of academic leadership in the State College system are not such as to be attractive to first-rate people except in special circumstances.

Very truly yours,

PHILIP S. WILDER, JR.  
Dean of the College

PSJ:naw

cc: Dr. Paul Romberg

CALIFORNIA STATE COLLEGE, BAKERSFIELD  
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Ph.D., University of Nebraska. Formerly: Academic Vice President, Chico State College; Professor of Botany, Iowa State University.

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John R. Coash, Dean of the School of Natural Sciences and Mathematics

Ph.D., Yale University. Formerly: Associate Program Director, National Science Foundation; Geology Department Chairman and Assistant to the Provost, Bowling Green State University.

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